

President PHILIP RUMORE



November 23, 2015

BUFFALO TEACHERS
FEDERATION, INC

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MEMO TO: Members, Buffalo Board of Education

FROM: Philip Rumore, President, BTF

RE: A Time of Thanks

WHAT THE BOARD SHOULD BE THANKFUL FOR

The Board Should Be Thankful...

That Buffalo teachers despite the Board's insult to Buffalo teachers' intelligence and attempt to mislead them in the November 19, 2015 correspondence, Buffalo teachers remain, as always, dedicated to their students.

The Board Should Be Thankful...

That Buffalo teachers understand the Board's apparent inability to go beyond sixteen school districts for comparisons when there are approximately 31 school districts in Erie County.

The Board Should Be Thankful...

That unfortunately, Buffalo teachers have come to expect the Board's pathetic attempts to convince them that the Board's offer of what amounts to a .9% per year salary increase for the eleven (yes 11!) years without a new contract, that reduces the meager .9% increase by requiring teachers to pay up to 20% of their healthcare (\$3,600 for some), which would result in some teachers receiving less in salary – is a great offer.

And also, for that meager .9% increase, the school year being increased by 1.6% and the school day by 12.2% for a total time increase of 13.8% makes their offer even better.

The Board Should Be Thankful...

Buffalo teachers understand the Board's lack of understanding that its actual proposal is not to propose limits on our sick leave bank that teachers contribute their days into but to eliminate it.

The Board Should Be Thankful...

That it doesn't have to be a teacher in a room where there is usually at least one of the 30 students in a class sneezing and coughing with a cold thereby needing their sick days.

The Board Should Be Thankful...

That Buffalo teachers may not remember the proposals you forgot to include in your letter:

- Early Retirement Incentive – Eliminated
- Withdraw all pending litigations that could cost the district over \$20 million
- New hires work extra four days
- Secondary schedules may contain up to nine total periods
- Eliminate the provision requiring just cause for termination
- Additional faculty meetings
- Eliminate maintenance benefits clause

Buffalo teachers are thankful that we now know what the Board recognizes as “the extraordinary value of our teachers” and that we know of colleagues in other districts whose Board truly value their teachers.

PR:su